

Equal Opportunity and Diversity Inclusion Advisory Committee

August 11, 2006

Meeting Minutes (Approved September 08, 2006)

Call to Order

Ms. Gina Nelson, Chair

Meeting called to order 10.00 a.m.

Roll Call/Attendance

Member	Att.	Abs.	Member	Att.	Abs.	Member	Att.	Abs.
Beall, Margaret	X		Martinez, Laura	X		Shackleton, Cindy	X	
Berry, Janice	X		McCoy, Ken		1 st	Walker, Sherita	X	
Craig, Audrey	X		Meaton, Jeff	X		Vacant		
Frens, Gregory	X		Mersha-Scarlett, Hirut	X		Vacant		
Edwards, Brenda		2 nd	Nelson, Georgina	X		Vacant		
Edwards, Clyde	X		Pasheek, Geraldine	X		Vacant		
Hawkins, Shantelle		2 nd	Perry, Crystal	X		Vacant		
Jones, Sharon	X		Rashid, Mian	X				
LeMaire, Alfred	X		Root, Theresa		2 nd			

Chair Report.

Gina thanked everyone for their great commitment to the committee and the great efforts everyone is putting in.

Housekeeping

Add items to Agenda:

- Polling Question
- Conflict Resolution
- Talking Points
- Old Business
- New Business

All members **MUST** start bringing binders each month starting with September meeting.

We will be working from the strategic plan at all meetings.

Practice talking point at all meeting starting in September.

Approval of the Agenda:

Approved with additions above in housekeeping.

Motion by Geri, Second by Sharon Passed Unanimously.

Approval of the Minutes for July 2006.

With noted change on the spelling of Dr. Mary's last name.

Motion by Geri, Second by Jeff. Passed Unanimously

Awards:

Cover sheet finalized

Finishing evaluation form.

Protected groups and demographics.

Communications:

Worked on polling questions for at least quarterly diversity updates on the DHS-Net. The first one is related to sexual orientation being added as to protected characteristics in 2003.

Communications Plan to be finalized and presented to the committee of the whole.

Old Business

T-Shirts. Create sub-committee to explore T-shirts, caps for the committee and to raise funds. Should be made up of Finance and Marketing. Clyde, Al, Brenda, Audrey, and Jeff.

Motion by Geri, Second by Cindy. Passed Unanimously

New Business

Gina, Jan, and Greg will be meeting with Director Udow on September 7th.

Discussion on Diversity Banner(s) in entryway of the Grand Tower. Request that Program Office work with Communication to get them scheduled. Dr. Mary and Jan.

Motion by Crystal, Second by Gina. Passed Unanimously.

Want banner in entrance for the month of October for diversity awareness month.

Motion by Crystal, Second by Gina. Passed Unanimously

Move October 13th committee meeting to October 20th so Chair can attend.

Motion by Greg, Second by Sharon. Passed Unanimously

Diversity Event on October 20th for diversity awareness month.

Motion by Jan, Second by Gina. Passed Unanimously

Staff Reports

James Newsom.

Request on Policy comments.

Only received one back. In the future even if you have no comments, send an e-mail stating no comments.

EEI Survey, some wording had to be changed for legal reasons.

Minority Men. Was starting to implement, however with current lawsuit, that is frozen until resolved. Latino's will not start until lawsuit resolved.

Dr. Mary Hall-Thiam.

On August 14, Director Udow will be addressing the Overrepresentation of Children of Color.

Conflict Resolution is put on hold for Unions and Deputy Director Champagne is working with the unions on this issue.

Leadership Academy starting this month with Conflict Resolution. 3 Sessions.

Crucial Conversations with protected groups Pilot Sites:

BJJ

Wayne

Arbor Heights

Adrian Training School

Maxey

Reasonable Accommodation Policy

Revamping and tied to web-site

Attended a fantastic Department of Treasure Event

Cultural Sensitivity.

Janene McIntyre

Not present.

Pending calendar:

August	Award System Power point presentation (Draft done, moved to September meeting) Prepare for September training Brochure (Moved to after power-point approved)
September	Training
December	Presentations completed

Good of the Order & Welfare.

Everyone in the group took turns updating the entire committee regarding the work they are doing in their offices and communities regarding diversity inclusion.

- Attended a Treasury diversity event. In which many of this committee ideas have been implement. Going to re-steal some of our great ideas back!
- People of Size Bronson Hospital
- Bronson Hospital work on premature babies
- Over representation task force
- Adoption
- Latino filming / History in Michigan
- Diversity committee, why don't people in offices want to participate?
- School board
- Web page
- Las Vegas with boys youth basketball (all 15 kids on someone's recruitment list now!)
- Local election win!
- State of the Black Union
- African awareness parade
- Pizza luncheon
- City outreach, homelessness shelter

Jan read a message from Carl a former committee member.

Keep up the great work and hard efforts. Thank you!

Motion to Adjourn: Made by Clyde, seconded by Jeff. Passed Unanimously.

Next committee meeting is set for September 8. 10 a.m. sharp may go until 4 pm. The meeting will be held in 1A.

FOLLOW-UP ITEMS:

Greg. Reworked power-point, will get comments from Geri, Gina, and Jan, present to committee of the whole at September meeting.

Clyde. Tri-folds when Greg finishes power-point.